

IDEAS FOR SHOWING APPRECIATION TO TEAM MEMBERS

- 1. Praise a job well done.** Identify the specific actions that you found admirable and tell them, "You did a good job."
 - Send out an employee-wide email noting appreciation for specific employees
 - Note your appreciation in a newsletter that goes out to clients and customers
 - Regularly tell your employees that you appreciate them — in meetings, in the halls, at the end of the week, whenever!
 - Use internal social media (virtual high fives, Slack Channels)
 - Use a journals in team meetings
- 2. Say thank you.** Show your appreciation for their hard work and contributions. And, don't forget to say please often as well.
- 3. Learn your co-workers' interests.** Show genuine interest in them beyond what they do for work—i.e. their family, their hobby, their weekend or a special event they attended are always welcome. Remember the details and ask about it.
- 4. Offer flexible scheduling.** If work coverage is critical, post a calendar so people can balance their time off with coworkers.
 - Allow extra time at lunch or for breaks
- 5. Give personalized gifts.** Know your coworker's interests well enough to present a small gift occasionally.
- 6. Give financial incentives.** Offer bonuses, gift cards, gift certificates, etc.
 - Gift cards to favored stores or online retailers, i.e. Starbucks or Amazon.com
 - 20 random unscratched lottery tickets
 - Tickets to see a movie, local sporting event, or entertainment, i.e. theater tickets or tickets to the zoo
 - Create a reward system allowing employees to earn tickets, which can be redeemed for major prizes ranging from cash to extended vacation time.
 - Voucher for a professional cleaning services to clean their house or vehicle
- 7. Treat them to a meal.** Take coworkers or staff to lunch for a birthday, a special occasion or for no reason at all.
- 8. Create a fun tradition.** Special occasion grabs or exchanges work well but be careful not to tie them to holidays that may exclude team members.
 - Give employees a Bring Your Daughter/Son/Spouse/Pet to Work Day
- 9. Bring in little surprises.** Offerings such as cookies or cupcakes, particularly anything that you've baked personally, are a huge hit. Another hit? Bring chocolate—chocolate anything.
 - **Give candy gifts.** Create crafty tags, such as "You're a lifesaver" (Lifesavers), "You deserve a break" (Kit Kat bar), "You are so Flippin' Awesome" (Flips Chocolate Covered Pretzels), "Thanks a Million for Being Such Great Employees" (Million bar) or "You're Mint to be Here (Mints).
 - **Create buttons or decorated knickknacks.** Showcase employee appreciation on buttons with slogans like "My Boss Thinks I'm Kind of a Big Deal."
- 10. Provide opportunity for advancement.** Offer opportunities for training, cross-training, special committees, joining professional associations, representing the organization at community events.
 - Send the employee on a business retreat that involves R&R and training
 - Offer free tuition to courses related to the industry
 - Free passes to attend national or international conferences related to your industry
 - All expenses paid trip to a regional lecture or assembly to listen to professionals or industry experts.